



## Office of Human Resources

500 S Grand Central Pky 3rd Fl • Box 551791 • Las Vegas NV 89155-1791  
(702) 455-4565 • Fax (702) 384-1405

Jesse E. Hoskins, Director

July 17, 2012

Anthony Vogel, President  
Clark County Deputy Marshals Association  
325 South Third Street, Box 1-180  
Las Vegas, Nevada 89101


President Vogel:

We received your request for a Step 2 termination meeting in accordance with the Association and District Courts 2011 Memorandum of Understanding (MOU).

I must decline your request. I have no authority to accept a Step 2 request from the Association on behalf of the County Manager. As I reviewed the MOU, it is clear the Board of County Commissioner's have not approved the document.

If you have any questions, please contact me at 702-455-3514.

Sincerely,

  
Jesse E. Hoskins  
Director, Human Resources

Cc: Steve Grierson  
Aaron Grigsby  
Bob Bennett  
Rick McCann  
Barbara King  
Ed May

BOARD OF COUNTY COMMISSIONERS  
SUSAN BRAGER, Chair • STEVE SISOLAK, Vice-Chair  
LARRY BROWN • TOM COLLINS • CHRIS GIUNCHIGLIANI • MARY BETH SCOW • LAWRENCE WEEKLY  
DONALD G. BURNETTE, County Manager

EXHIBIT 1



## Office of Human Resources

500 S Grand Central Pky 3rd Fl • Box 551791 • Las Vegas NV 89155-1791  
(702) 455-4565 • Fax (702) 384-1405

Jesse E. Hoskins, Director

September 4, 2012

Anthony Vogel  
Clark County Deputy Marshalls  
325 South Third Street, Box 1-180  
Las Vegas, Nevada 89101

Dear Mr. Vogel:

Clark County has agreed to provide a post-termination hearing to Ron Fox pursuant to the Merit Personnel System Procedures. Clark County has an agreement with the Court to provide employee relations services to its employees pursuant to the MPS. Although you requested a Step 2 Meeting on behalf of Mr. Fox, Clark County has no duty; contractual or otherwise to provide a Step 2 Meeting to Mr. Fox.

Further, Mr. Fox never requested a pre or post-termination hearing pursuant to the MPS, but in this case because you appear to have erroneously advised him in this matter, Clark County will waive the timeline in this case only.

Please be advised that Clark County will not waive timeline in other cases and will adhere to the timeline in the MPS; which is adopted by the Court. Clark County has not recognized the CCDMA and is not a party to the MOU between the CCDMA and the Eighth Judicial Court."

Sincerely,

A handwritten signature in cursive script that reads "Jesse E. Hoskins".  
Jesse E. Hoskins  
Director, Human Resources

Cc: Rick McCann, Executive Director  
NAPSO

BOARD OF COUNTY COMMISSIONERS  
SUSAN BRAGER, Chair • STEVE SISOLAK, Vice-Chair  
LARRY BROWN • TOM COLLINS • CHRIS GIUNCHIGLIANI • MARY BETH SCOW • LAWRENCE WEEKLY  
DONALD G. BURNETTE, County Manager

**HEARING RULING**

**In the Matter of the Merit Personnel Post-Termination Hearing of Ronald D. Fox**

**Appearances:**

**For Ronald D. Fox:** Richard P. McCann, J.D.  
Executive Director  
Nevada Association of Public Safety Officers  
970 Empire Mesa Way  
Henderson, NV 89011

**For Clark County:** Tim Andrews  
Assistant Court Administrator  
Clark County District Court  
200 Lewis Avenue  
Las Vegas, NV 89101

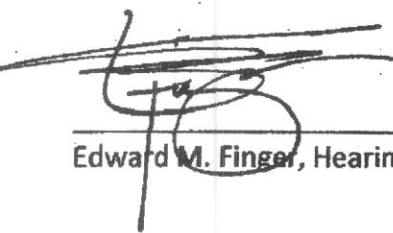
**Hearing Master:** Edward M. Finger  
Assistant County Manager  
Clark County, Nevada  
500 South Grand Central Parkway  
Las Vegas, NV 89155

immediate action, specifically discharge, as actions of moral misconduct, misconduct, and/or acts evidencing moral turpitude, and such discharge can occur without progressive discipline as provided for in both the Clark County Merit Personnel System and the Model Code of Conduct for all Judicial Employees in the State of Nevada.

While not necessarily under his purview, the Hearing Master did not find evidence that violations of NRS 289 occurred.

**Ruling**

The termination of Ronald D. Fox by the Clark County District Court is upheld.

  
\_\_\_\_\_  
Edward M. Finger, Hearing Master

10/29/12  
Date





**CLARK COUNTY**  
Department of Human Resources  
500 S. Grand Central Pkwy, 3rd Floor,  
PO Box 551791  
Las Vegas, NV 89155-1791  
(702)455-4565  
<http://www.clarkcountynv.gov>

**INVITES APPLICATIONS FOR THE POSITION OF:  
BAILIFF**

Department Name: District Court  
Exam Number: 06138

**SALARY**

\$38,313.60 - \$59,384.00 Annually

**OPENING DATE:** 08/14/12

**CLOSING DATE:** 06/28/13 05:00 PM

**ABOUT THE POSITION:**

**The successful candidate will start at the minimum of the salary range unless otherwise approved by the County Manager.**

This examination will establish an Open Competitive and Promotional list to fill current and/or future vacancies that may occur within the next six (6) months or may be extended as needed by the Office of Human Resources.

Qualifying education and experience must be clearly documented in the "Education" and "Work Experience" sections of the application. Do not substitute a resume for your application or write "see attached resume" on your application.

**THIS RECRUITMENT MAY BE USED TO FILL TERM (LIMITED-PERMANENT) POSITIONS. THE SELECTED CANDIDATES WILL BE HIRED FOR A SPECIAL PROJECT OR DUTIES OF A LIMITED DURATION, AND BE REQUIRED TO SIGN A TERM OF EMPLOYMENT LETTER SPECIFYING CONDITIONS AND EXACT DATES OF EMPLOYMENT. THE SUCCESSFUL CANDIDATES WILL BE ELIGIBLE FOR BENEFITS DURING THE DURATION OF EMPLOYMENT.**

**MINIMUM REQUIREMENTS**

**Education and Experience:** Equivalent to graduation from high school. Must possess a valid Nevada State P.O.S.T. Category II (or higher) certification at time of application. Additional experience in dealing with the public is desirable.

**Working Conditions:** Wear a uniform as specified. Carry a firearm, chemical agent and meet and maintain applicable certifications.

**Licensing and Certification:** Specified positions may require possession of a valid Nevada Class C Driver's License. Must possess a valid Nevada P.O.S.T Category II (or higher) certification at time of application. Weapons qualification is required for duty weapon. Failure to

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satisfactorily complete required training shall be proper cause for termination.

**In addition, appointed District Court and Las Vegas Justice Court judicial bailiffs must complete a valid Nevada P.O.S.T. Category I training program within eighteen (18) months from the date of hire.**

**Please Note:** Applications submitted without a copy of the candidate's Nevada P.O.S.T. Category II certification or higher are incomplete and will not be considered. Certificates may be faxed to (702) 868-2577, or mailed/delivered to Clark County Human Resources, located within the Clark County Government Center, at 500 S. Grand Central Parkway, 3rd Floor, Las Vegas, NV 89155. Candidate's name, recruitment title, and exam number must be clearly written on the Nevada P.O.S.T. certification.

**Applicants with P.O.S.T. certifications outside the state of Nevada must provide documentation at time of application proving their certification meets Nevada P.O.S.T. Category II standards.**

**Background Investigation:** Employment is contingent upon successful completion of a background investigation that meets all requirements of Nevada Administrative Code 289.110. Periodically after employment background investigations may be conducted.

**Medical Examination:** Employment is contingent upon the results of a physical examination performed by our examining physician.

**Pre-Employment Drug Testing:** Employment is contingent upon the results of a pre-employment drug examination.

### **EXAMPLES OF DUTIES**

Monitors scanning equipment, books, prisoners at the bailiff station, security gate or in court as directed by the court. Maintains procedures to protect the safety of the judge and the court's property; protects all court personnel, attorneys, and visitors in the courts; maintains security of the jury during all phases of the trial. Calls court to order and maintains appropriate decorum in court whenever court is in session. Ensures potential witnesses are separated from jurors prior to and throughout trial. Takes emergency action and/or notifies emergency personnel as the situation warrants; may administer basic first aid or CPR if required. Transports detainees and assists transportation officers in moving detainees to and from the courtroom, holding cells and vehicles. Acts as liaison between the judge, attorneys, courtroom staff and the public in order to ensure the orderly conduct of court business. Opens and locks secured areas and facilities; sets up courtroom for operation. Contributes to the efficiency and effectiveness of the unit's service to its customers by offering suggestions and directing or participating as an active member of a work team. May execute warrants of arrest as assigned by the court. May perform general office support work, deliver or pick-up documents and other materials and assist the judge in other ways as instructed. May operate video recording equipment in the courtroom.

### **PHYSICAL DEMANDS**

Mobility to work in a typical office or court setting and use standard office equipment, strength to lift materials weighing up to 50 pounds, vision to read printed materials and a computer screen, and hearing and speech to communicate in person or over the telephone. Strength to effectively subdue and/or remove persons in difficult or emergency situations. Accommodation may be made for some of these physical demands for otherwise qualified individuals who require and request such accommodation.





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# JOB LISTING



## COURT HEARING MASTER (FAMILY COURT)

**Organization:** Clark County

### Summary:

Job Title: COURT HEARING MASTER (FAMILY COURT)  
Closing Date/Time: Tue. 12/09/08 5:00 PM Pacific Time  
Salary: \$99,112.00 - \$153,608.00 annually  
Job Type: EXEMPT  
Location: Clark County - Las Vegas, Nevada  
Department: District Court  
Exam Number: CHM-FC

### APPLY

### Description:



**CLARK COUNTY**  
Department of Human Resources  
500 S. Grand Central Pkwy, Third  
Floor,  
PO Box 551791  
Las Vegas, NV 89155-1791  
(702)455-4565  
<http://www.accessclarkcounty.com>

**INVITES APPLICATIONS FOR THE POSITION OF:  
COURT HEARING MASTER (FAMILY COURT)**

Department Name: District Court

Exam Number: CHM-FC

**SALARY**

\$99,112.00 - \$153,608.00 Annually

**OPENING DATE:** 11/21/08

**CLOSING DATE:** 12/09/08 05:00 PM

**ABOUT THE POSITION:**

**THIS IS AN EXEMPT POSITION AND ANY RULES OR PROCEDURES GOVERNING THE COMPETITIVE PROCESS DO NOT APPLY.**

This examination will establish an Open Competitive and Promotional list to fill current and/or future vacancies that may occur within the next six (6) months.

This position will be assigned to the Family Court Division and responsible for hearing matters and rendering legal opinions and decisions in case law in the areas of family and juvenile law. This may include matters related to Abuse and Neglect, Delinquency, Child Support, Domestic Violence, or Guardianship.

**Requirements:**

**Resume Requirement:** Candidates are required to submit a resume at time of application. Resumes must be received by the Office of Human Resources prior to 5:00 p.m. on the posted closing date. Resumes may be electronically attached during the online application process, faxed to (702) 455-2253, or mailed/delivered to Clark County Human Resources, located within the Clark County Government Center at 500 S. Grand Central Parkway, 3rd Floor, Las Vegas, NV 89106. Candidate's name, recruitment title, and exam number must be clearly written on the resume.

There are no supplemental questions for this posting.



## **MINIMUM REQUIREMENTS**

### **Education and Experience:**

**Possession of a certificate of admission to the Bar of the State of Nevada and eligibility to practice law before the courts of the State of Nevada; AND eight (8) years of full-time experience in professional legal work, including four (4) years as a practicing attorney.**

**Working Conditions:** May not engage in the private practice of law.

**Licensing and Certification:** Must be a member in good standing of the State Bar in the State of Nevada.

## **EXAMPLES OF DUTIES**

Hears court matters pursuant to Nevada Revised Statutes. Procures the attendance of witnesses by issuance of subpoenas. Requires the production of evidence. Takes evidence and rules upon its admissibility. Hears arguments. Makes findings of fact, conclusions of law and makes recommendations. Confers with the appropriate District Court judges to review cases and address concerns and issues. Provides information to attorneys and interested parties over the telephone, in person or through written correspondence. Assists in the drafting and reviewing proposed legislation; researches implications of such legislation and makes recommendations as required. Makes presentations to professional, educational and community groups regarding the assigned function; confers with representatives of other County departments to coordinate and facilitate work. Plans, organizes, assigns, supervises, reviews and evaluates the work of assigned support staff. Recommends selection of staff; trains staff in work procedures; administers discipline as required. Contributes to the efficiency and effectiveness of the unit's service to its customers by offering suggestions and directing or participating as an active member of a work team. Uses standard office equipment, including a computer, in the course of the work.

## **PHYSICAL DEMANDS**

Mobility to work in a typical office or court setting and use standard office equipment, vision to read printed materials and a computer screen, and

hearing and speech to communicate in person or over the telephone. Accommodation may be made for some of these physical demands for otherwise qualified individuals who require and request such accommodation.

*An Equal Opportunity Employer*

JP

**APPLY**

### **Special Instructions:**

Please mention you learned of this employment opportunity on the Careers In Government website.

### **Job Category:**

Legal Services

### **Location:**

500 S Grand Central Pkwy  
PO Box 551791  
City: Las Vegas  
State: Nevada  
Zip: 89155-1791  
Country: UNITED STATES

### **Phone:**

702-455-3198

### **Fax:**

702-455-2253

### **Email:**

[joyannep@co.clark.nv.us](mailto:joyannep@co.clark.nv.us)

### **Job Type:**

Full-time

### **Job Level:**

Executive

### **Salary:**

\$99,112.00 to \$153,608.00 Annually